

## **Merivale's responses to 7.30's questions**

**Merivale did not oppose the termination of the 2007 agreement after an application from two Merivale staff. Why did the company decide not to contest the application? Did the company believe that the agreement did not leave staff better off than if they were under the hospitality award?**

Merivale came to a sensible agreement that the 2007 agreement would cease on 4 March 2019 because we consented to operate our business under the relevant awards. This approach avoided the prospect of a long drawn out dispute and has allowed everyone concerned to focus on the transition to the new awards. Merivale respects the fact that the two employees were entitled to seek the change and Merivale is very positive about our future.

**In Merivale's Fair Work submissions it said the company would need to review the viability of its business practices due to the cancellation of the agreement. Will Merivale be cutting casual staff numbers or making any employee redundancies?**

It is important to address any suggestion that Merivale's ongoing business is in any way challenged by the move to the new relevant awards.

As noted in our submission to Fair Work, it is correct that the transition to awards will require Merivale to undertake a review of the effect of the transition on its business.

This review will focus on updating operational arrangements to reflect the new award conditions, by way of example, an assessment of shifts and rostering arrangements in certain venues at certain times/days of the week, how staff can move between venues within shifts and how we can accommodate many casual staff who have individual shift requests that the new award doesn't contemplate or allow.

To be clear, these are in-venue administrative and operational reviews which are necessary in light of the transition and are not assessments as to the ongoing financial viability of any individual Merivale venue or the business as a whole.

**In an email to Merivale staff today, Mr Hemmes told Merivale staff there were exciting times ahead for the company with further growth and opportunities. Will the cancellation of the agreement impact on Merivale's plans for expansion?**

No

**7.30 understands that Merivale has cancelled the annual Christmas party. Can Merivale explain why it has cancelled the party? Is it linked to the termination of the ECA?**

Internal Merivale functions have no connection to Merivale's Collective Agreement.

Thank you,

Kate Tones  
Group People Experience Manager  
Merivale